

*The right skills, at the right time, in the right way.*  
**Indiana's Demand Driven Workforce**



# Adult Education and Workforce Development Statewide Webinar

**May 10, 2017**

**Marilyn Pitzulo | Adult Education Staff**

Department of Workforce Development | Indiana ADULT EDUCATION  
10 N. Senate Avenue, IGCS SE 203 | Indianapolis, IN 46204

[AdultEd@dwd.in.gov](mailto:AdultEd@dwd.in.gov)



*Amber -*



The Literacy Alliance

*“I knew by the second class that this was going to help,” she recalls. “Not only did they put a plan together for me, but they actually cared for me as a person. They explained things in a way I could understand, or they kept trying different ways until I did.”*

*Amber -*



The Literacy Alliance

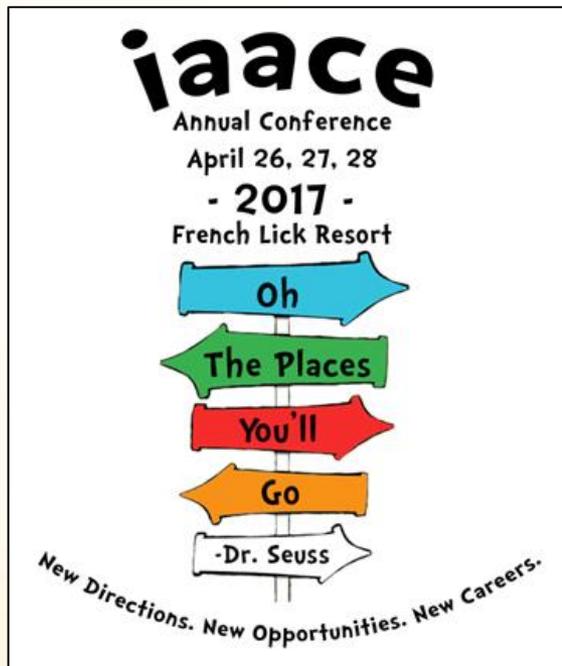
*“It was challenging to be a new mom and juggle classes. We had to go to Indianapolis to Riley Hospital for Children a lot, too. I didn’t want to fall behind.” Amber concluded, “I wouldn’t have been able to do it without The Literacy Alliance.”*



# IAACE/DWD Conference

## Thank You for Attending!

# More than 400 Registered/Attended



**FRENCH LICK RESORT®**  
FRENCH LICK & WEST BADEN · INDIANA



# 2017 IAACE

## Conference Resources



**THANK YOU to everyone who attended,  
presented and supported the Conference!**



# IAACE/DWD 2017 Conference

## Presenters – Send PowerPoint Slides



[iaace2@gmail.com](mailto:iaace2@gmail.com)

**Brandi Cardwell**

Member Benefits Coordinator

Indiana Association for Adult and Continuing Education

269-221-3039

[Twitter](#) | [Facebook](#) | [www.iaace.com](http://www.iaace.com)



# Conference Resources

Go to [iaace.com](http://iaace.com) > Conference:

- Download the Conference Presentation Materials
- View the Conference Photos

## \* Please fill out the Overall Conference Evaluation

- Via the conference app or the link sent out last week by email
- *We rely on your feedback for next year's conference planning*



**SAVE THE DATE**

**We're back in French Lick for  
the 2018 Conference**

**April 25<sup>th</sup>-27<sup>th</sup>, 2018**

# IAACE/DWD Conference

DWD Commissioner Steven J. Braun

## Conference – DWD Presentations

Friday, April 28, 2017



# THE DEMAND DRIVEN WORKFORCE SYSTEM

The RIGHT SKILLS, at the RIGHT TIME, in the RIGHT WAY

## Indiana's Workforce Solution

### VISION

*Create a network of education and training providers that are:*

- **accountable** • **responsive** • **innovative**,
- and serve all Hoosiers, including:*
- **secondary students** • **post-secondary students** • **adult education students**
- **incumbent workers.**

# INDIANA'S WORKFORCE CHALLENGE:



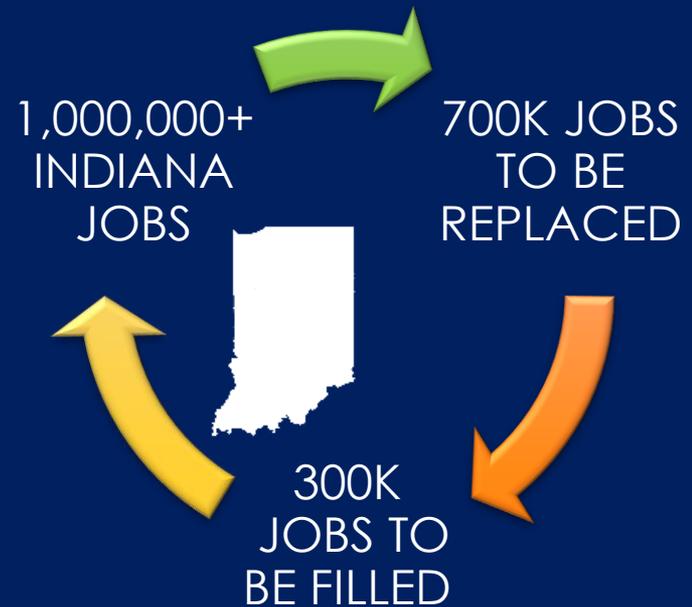
Over the next 10 years



# INDIANA'S WORKFORCE CHALLENGE

## Educational Attainment Level:

- **26%** - Bachelor's Degree & Above
- **10%** - Associate's Degree
- **27%** - High School Plus
- **37%** - High School Diploma and below



**The RIGHT SKILLS, at the RIGHT TIME, in the RIGHT WAY**

# ESTIMATED ANNUAL WORKFORCE SUPPLY

**Projected Demand: 100,000 annually**

**K-12 \* Not Graduating 8,748**

**K-12 \* Graduates 70,026**

**35% Do not immediately go to college/post – secondary 24,509**

**College Graduates 78,408 \*\***

Associate's Degree 13,596

Bachelor's Degree 47,322

Master's Degree 13,777

Professional Degrees 3,713

**45% Employed FT in IN after 1 Year 35,284**

**Total Estimated Supply from Education 68,541**



\* K-12 Data is from 2015 and is after 4 yrs of H.S.

\*\* Data includes Public & Private colleges and out of state residents who attend college in Indiana

# Middle Skills Credentials Needed

## Current Annual Demand:

- **27,000** (estimate)

## Current Annual Supply:

- **4,000** ~ H.S. Seniors earning CTE Certificate/Credential and not continuing to post-secondary
  - **2000** ~ Industry recognized certificate in high wage / high demand occupation
- **700** ~ Adult Basic Education/WorkIndiana
  - **700** ~ In-demand occupations
- **8,800** ~ Ivy Tech/VU Graduates with a Certificate
  - **6,500** ~ In-demand occupations

## Current Annual Gap:

- **18,000** ~



# WORKFORCE PRIORITIES

- 1 Fewer High School Drop Outs – *Jobs for American Graduates*
- 2 Increased awareness of careers in demand - *Indiana Career Explorer*
- 3 Additional High School CTE High-Wage, High-Demand Certificates
- 4 Additional Adult Basic Education High-Wage, High-Demand Certificates of 4,500 – *WorkINdiana*
- 5 Additional Post Secondary High-Wage, High-Demand Certificates (*Ivy Tech & Post-Secondary Education*)



**5,267**

Students served since 2011

**86%**

Completion Rate

**93%**

of 2013 completers  
employed in 2015

**2,972**

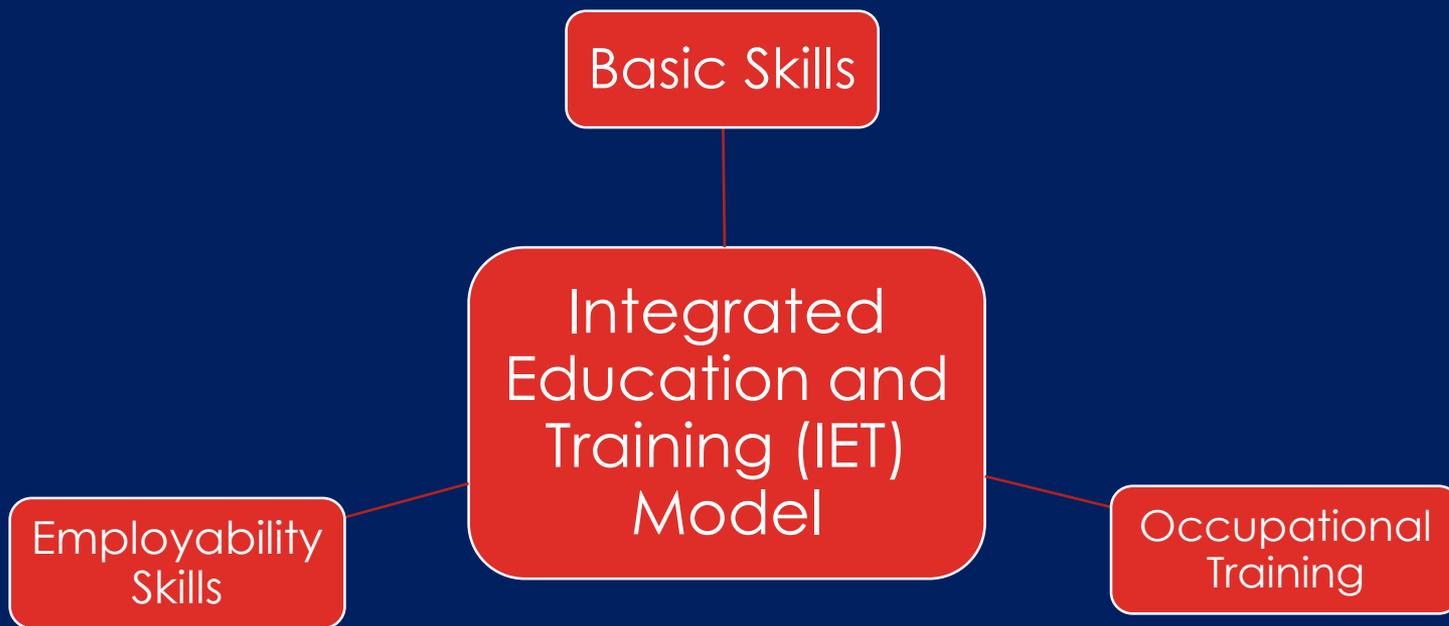
Certifications earned  
through July 2016

**WorkIN**  
amplifyAE.org



<https://youtu.be/UfLo8Nb21ko>

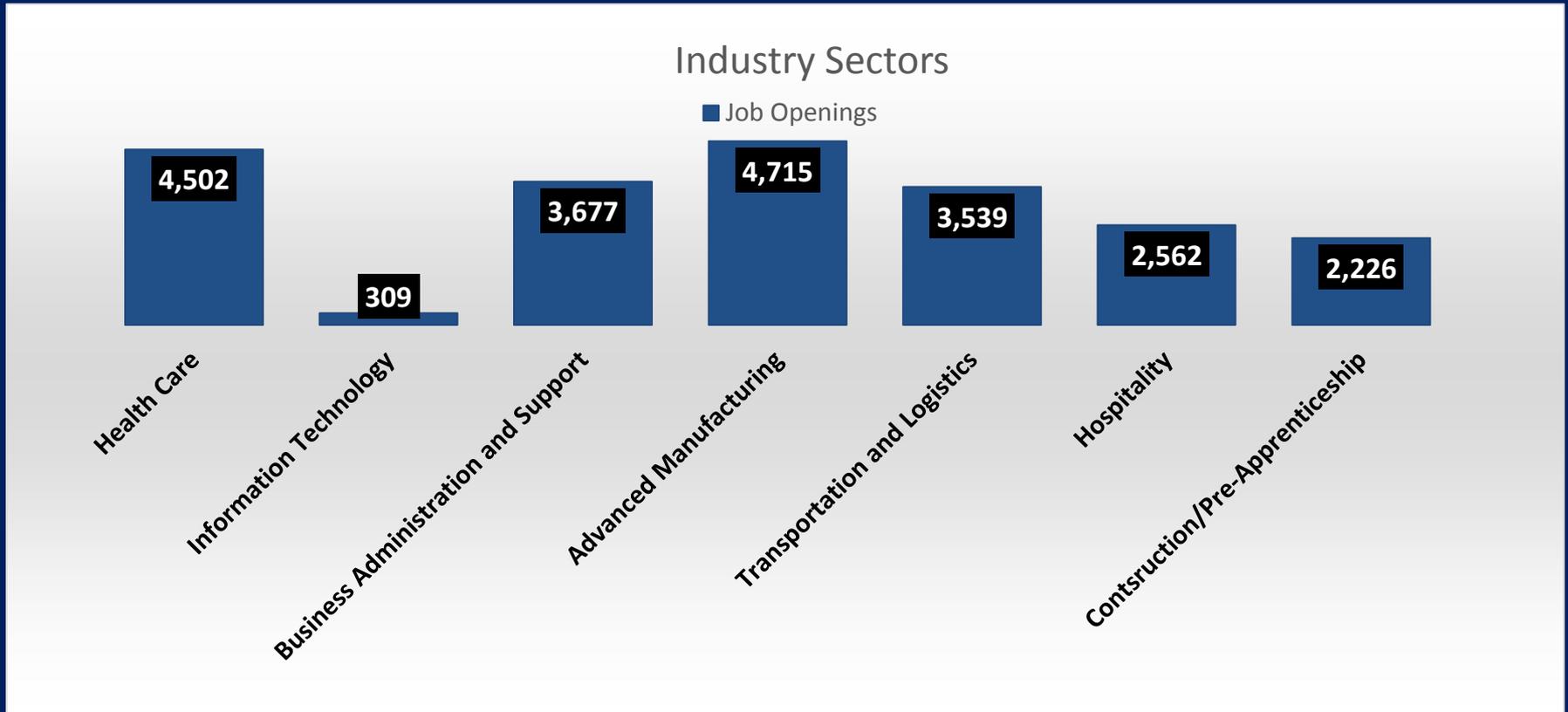
# IET: The Future of WorkINdiana



# WorkIndiana Program Update

R	FY16	FY17	Total	Still Enrolled	Dropped	Completed	Compl. Rate	Earned Cert	Cert Rate	Employed (Compl.)	Employed (Certs)
1	0	27	27	10	2	15	88.24%	10	66.67%	8	4
2	0	39	39	36	0	3	100.00%	3	100.00%	1	2
3	0	29	29	14	2	13	86.67%	9	69.23%	3	3
4	0	34	34	9	2	23	92.00%	16	69.57%	13	12
5	0	118	118	58	6	54	90.00%	31	57.41%	41	24
6	0	51	51	9	0	42	100.00%	41	97.62%	22	22
7	0	46	46	5	1	40	97.56%	34	85.00%	31	28
8	0	40	40	7	6	27	81.82%	22	81.48%	18	15
9	0	96	96	7	6	83	93.26%	74	89.16%	69	63
10	0	10	10	0	2	8	80.00%	6	75.00%	4	2
11	0	21	21	7	1	13	92.86%	11	84.62%	3	3
12	0	48	48	30	5	13	72.22%	6	46.15%	4	3
<b>Total</b>	<b>0</b>	<b>559</b>	<b>559</b>	<b>192</b>	<b>33</b>	<b>334</b>		<b>263</b>		<b>217</b>	<b>181</b>

# 21,530 Annual Projected Job Openings



- Opportunities for **16,000** additional jobs filled with new certificates
- Current DWD Adult Education Goal: **20%** of all adult education students should be WorkIndiana students

# WorkIndiana

## Program Update

- Additional funds will be given to the WorkIndiana program to help meet the needs of Indiana's employers and our students
  - **\$2.5 million** increase, doubling the current budget!

# WorkIndiana

## Program Update

- We are currently working on updating the WorkIndiana portal, WorkIndiana policy, and WorkIndiana grant application.
- **Jessica Gray**, WorkIndiana program coordinator, is currently working on expanding the certifications we can offer through the WorkIndiana program.

# WorkINdiana

## Program Update

- If I can be of any assistance to you, please do not hesitate to reach out!

### Nathan Storm

WorkINdiana Program Manager

Cell: 317-741-1308 | [NStorm@dwd.IN.gov](mailto:NStorm@dwd.IN.gov)



# 2016-17 Fiscal Update

## Budget Mods | Purchases | Close Outs

### REMINDERS

#### **Friday, May 26, 2017**

Final date to submit budget modification requests to [adulthood@dwd.in.gov](mailto:adulthood@dwd.in.gov).

#### **Friday, June 30, 2017**

Providers must take receipt of all items paid for with 2016-17 funds. Any product or service not *in hand* before July 1, 2017, must be paid out of the 2017-18 grant.

#### **Monday, August 14, 2017**

The 2016-17 grant close out packets must be returned to DWD finance office (45 days after the close of the grant period).

# 2017-18 Grant Update

## Request for Application

- **Grant Review Completed**
  - 2017-2018 **Adult Education Grant** - Competitive Application (Request for Application)
  - 2017-2018 **Integrated English Literacy & Civics Education** - Competitive Application (Request for Application)
- **Awards – Announced Next Few Days**

AE Grants Manager	Email
Scott Mills	<a href="mailto:smills1@dwd.in.gov">smills1@dwd.in.gov</a>

# InTERS

## Adult Education Updates & Training

Matt Crítes

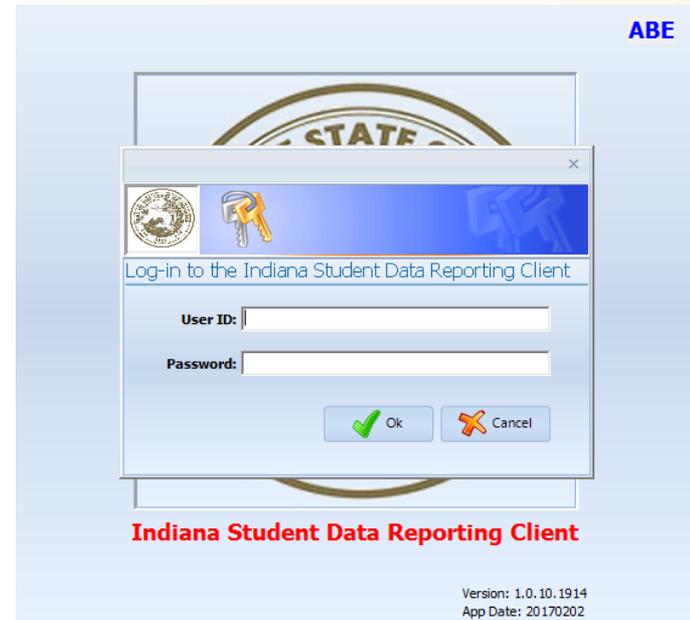
[mcrítes@dwd.in.gov](mailto:mcrítes@dwd.in.gov)

Brín Síscó

[bsíscó@dwd.in.gov](mailto:bsíscó@dwd.in.gov)

Jack Nesbitt

[jnesbitt@dwd.in.gov](mailto:jnesbitt@dwd.in.gov)



# InTERS



## Adult Education Updates & Training

Table 4 - Educational Gains and Attendance by Educational Functioning Level

School: All Programs Term: 20162017  
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Entering Educational Functioning Level (A)	Total Number Enrolled (B)	Total Attendance Hours (C)	Number Completed Gain (D)	Number Attained HSE/Diploma Before Gain (E)	Number Separated Within Gain (F)	Number Remaining Within Gain (G)	Percentage Achieve Gain (H)	Total Periods of Participation (I)	Total Periods With Measurable Gain (J)	Percentage of Periods With Measurable Gain (K)
ABE Level 1	261	24163	121	4	63	73	47.89%	262	125	47.71%
ABE Level 2	2506	231802	1145	69	581	711	48.44%	2525	1216	48.16%
ABE Level 3	5638	494184	2552	529	1196	1361	54.65%	5701	3102	54.41%
ABE Level 4	5443	412443	1904	1204	1145	1190	57.1%	5537	3134	56.6%
ABE Level 5	2254	155516	721	770	380	383	66.15%	2302	1509	65.55%
ABE Level 6	1585	88626	182	643	402	358	52.05%	1625	841	51.75%
ABE Total	17687	1406834	6625	3219	3767	4076	55.66%	17952	9927	55.3%
ELL Level 1	2007	159735	783	0	537	687	39.01%	2031	790	38.9%
ELL Level 2	993	87344	483	1	222	287	48.74%	1021	489	47.89%
ELL Level 3	1079	103616	566	0	236	277	52.46%	1159	592	51.08%
ELL Level 4	814	78756	408	2	192	212	50.37%	923	461	49.95%
ELL Level 5	654	59513	275	1	160	218	42.2%	833	344	41.3%
ELL Level 6	182	11824	30	6	56	90	19.78%	248	51	20.56%
ELL Total	5729	500788	2545	10	1403	1771	44.6%	6215	2727	43.88%
Grand Total	23416	1907622	9170	3229	5170	5847	52.95%	24167	12654	52.36%
Reason: Invalid Age	135	0	0	0	0	0	0	0	0	0
Reason: No ParSig	125	0	0	0	0	0	0	0	0	0
Reason: Race Missing	7	0	0	0	0	0	0	0	0	0
Reason: No App Date	96	0	0	0	0	0	0	0	0	0
Reason: No Entry Level	2345	0	0	0	0	0	0	0	0	0
Reason: Not Enrolled	7498	0	0	0	0	0	0	0	0	0
Reason: No Prog Type	2345	0	0	0	0	0	0	0	0	0
Reason: Day/Scholar	2	0	0	0	0	0	0	0	0	0
Reason: Dup Enroll	53	0	0	0	0	0	0	0	0	0
Reason: Duplicate	1491	0	0	0	0	0	0	0	0	0

OMB Number 1830-0027, Expires 8/31/17



# Indiana Adult Education

## NRS Table 4 – Measurable Skill Gains

**The more things change, the more they stay the same . . . .**

– Columns B, C, F, G & H are the same



National Reporting System  
for Adult Education



# Indiana Adult Education

## NRS Table 4 – Measurable Skill Gains

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ABE Level 1	261	23961	121	4	63	73	47.89%	262	125	47.71%
ABE Level 2	2486	228757	1131	66	573	716	48.15%	2504	1199	47.88%
ABE Level 3	5602	489791	2538	515	1181	1368	54.5%	5663	3073	54.26%
ABE Level 4	5390	406180	1896	1178	1123	1193	57.03%	5478	3100	56.59%
ABE Level 5	2235	154206	715	754	374	392	65.73%	2281	1487	65.19%
ABE Level 6	1568	86747	182	628	397	361	51.66%	1608	826	51.37%
ABE Total	17542	1389642	6583	3145	3711	4103	55.46%	17796	9810	55.12%
ELL Level 1	1988	157913	783	0	529	676	39.39%	2011	790	39.28%
ELL Level 2	980	85907	483	1	219	277	49.39%	1005	488	48.56%
ELL Level 3	1069	102123	564	0	229	276	52.76%	1143	589	51.53%
ELL Level 4	805	77196	403	2	190	210	50.31%	910	456	50.11%
ELL Level 5	650	58495	271	1	157	221	41.85%	822	339	41.24%
ELL Level 6	181	11664	30	6	56	89	19.89%	246	51	20.73%
ELL Total	5673	493298	2534	10	1380	1749	44.84%	6137	2713	44.21%
<b>Grand Total</b>	<b>23215</b>	<b>1882940</b>	<b>9117</b>	<b>3155</b>	<b>5091</b>	<b>5852</b>	<b>52.86%</b>	<b>23933</b>	<b>12523</b>	<b>52.33%</b>
Reason: Invalid Age	132	0	0	0	0	0	0	0	0	
Reason: No ParSig	124	0	0	0	0	0	0	0	0	
Reason: Race Missing	7	0	0	0	0	0	0	0	0	
Reason: No App Date	95	0	0	0	0	0	0	0	0	
Reason: No Entry Level	2390	0	0	0	0	0	0	0	0	
Reason: Not Enrolled	7496	0	0	0	0	0	0	0	0	
Reason: No Prog Type	2390	0	0	0	0	0	0	0	0	
Reason: DaySchooler	2	0	0	0	0	0	0	0	0	
Reason: Dup Enroll	59	0	0	0	0	0	0	0	0	
Reason: Duplicate	1426	0	0	0	0	0	0	0	0	

# Indiana Adult Education

## NRS Table 4 – Measurable Skill Gains

- Column A new EFL names (**Levels 1-6**)
- Column D includes students who exit and enter **post secondary education or training**. Column E now gives credit for HSE/Diploma attainment.
- Column I, J, K reference PoP
  - PoP = Periods of Participation
- Sub Totals for ABE and ELL



# Indiana Adult Education

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
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<b>ABE Total</b>	<b>17542</b>	<b>1389642</b>	<b>6583</b>	<b>3145</b>	<b>3711</b>	<b>4103</b>	<b>55.46%</b>	<b>17796</b>	<b>9810</b>	<b>55.12%</b>
ELL Level 1	1988	157913	783	0	529	676	39.39%	2011	790	39.28%
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ELL Level 6	181	11664	30	6	56	89	19.89%	246	51	20.73%
<b>ELL Total</b>	<b>5673</b>	<b>493298</b>	<b>2534</b>	<b>10</b>	<b>1380</b>	<b>1749</b>	<b>44.84%</b>	<b>6137</b>	<b>2713</b>	<b>44.21%</b>
<b>Grand Total</b>	<b>23215</b>	<b>1882940</b>	<b>9117</b>	<b>3155</b>	<b>5091</b>	<b>5852</b>	<b>52.86%</b>	<b>23933</b>	<b>12523</b>	<b>52.33%</b>
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<b>ABE Total</b>	<b>17542</b>	<b>1389642</b>	<b>6583</b>	<b>3145</b>	<b>3711</b>	<b>4103</b>	<b>55.46%</b>	<b>17796</b>	<b>9810</b>	<b>55.12%</b>
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ELL Level 2	980	85907	483	1	219	277	49.39%	1005	488	48.56%
ELL Level 3	1069	102123	564	0	229	276	52.76%	1143	589	51.53%
ELL Level 4	805	77196	403	2	190	210	50.31%	910	456	50.11%
ELL Level 5	650	58495	271	1	157	221	41.85%	822	339	41.24%
ELL Level 6	181	11664	30	6	56	89	19.89%	246	51	20.73%
<b>ELL Total</b>	<b>5673</b>	<b>493298</b>	<b>2534</b>	<b>10</b>	<b>1380</b>	<b>1749</b>	<b>44.84%</b>	<b>6137</b>	<b>2713</b>	<b>44.21%</b>
<b>Grand Total</b>	<b>23215</b>	<b>1882940</b>	<b>9117</b>	<b>3155</b>	<b>5091</b>	<b>5852</b>	<b>52.86%</b>	<b>23933</b>	<b>12523</b>	<b>52.33%</b>
Reason: Invalid Age	132	0	0	0	0	0	0	0	0	
Reason: No ParSig	124	0	0	0	0	0	0	0	0	
Reason: Race Missing	7	0	0	0	0	0	0	0	0	
Reason: No App Date	95	0	0	0	0	0	0	0	0	
Reason: No Entry Level	2390	0	0	0	0	0	0	0	0	
Reason: Not Enrolled	7496	0	0	0	0	0	0	0	0	
Reason: No Prog Type	2390	0	0	0	0	0	0	0	0	
Reason: DaySchooler	2	0	0	0	0	0	0	0	0	
Reason: Dup Enroll	59	0	0	0	0	0	0	0	0	
Reason: Duplicate	1426	0	0	0	0	0	0	0	0	



# Indiana Adult Education

## NRS Table 4 – Measurable Skill Gains

Table 4 - Educational Gains and Attendance by Educational Functioning Level

School: All Programs

Term: 20162017

Audit Type: Calc and Manual

Enter the number of participants for each category listed, total attendance hours, and calculated percentage of participants completing each level.

Entering Educational Functioning Level (A)	Total Number Enrolled (B)	Total Attendance Hours (C)	Number Completed Gain (D)	Number Attained HSE/Diploma (E)	Number Separated Before Gain (F)	Number Remaining Within Gain (G)	Percentage Achieve Gain (H)	Total Periods of Participation (I)	Total Periods w/Measurable Gain (J)	% of Periods w/Measurable Gain (K)
ABE Level 1	261	23961	121	4	63	73	47.89%	262	125	47.71%
ABE Level 2	2486	228757	1131	66	573	716	48.15%	2504	1199	47.88%
ABE Level 3	5602	489791	2538	515	1181	1368	54.5%	5663	3073	54.26%
ABE Level 4	5390	406180	1896	1178	1123	1193	57.03%	5478	3100	56.59%
ABE Level 5	2235	154206	715	754	374	392	65.73%	2281	1487	65.19%
ABE Level 6	1568	86747	182	628	397	361	51.66%	1608	826	51.37%
ABE Total	17542	1389642	6583	3145	3711	4103	55.46%	17796	9810	55.12%
ELL Level 1	1988	157913	783	0	529	676	39.39%	2011	790	39.28%
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ELL Total	5673	493298	2534	10	1380	1749	44.84%	6137	2713	44.21%
<b>Grand Total</b>	<b>23215</b>	<b>1882940</b>	<b>9117</b>	<b>3155</b>	<b>5091</b>	<b>5852</b>	<b>52.86%</b>	<b>23933</b>	<b>12523</b>	<b>52.33%</b>
Reason: Invalid Age	132	0	0	0	0	0	0	0	0	
Reason: No ParSig	124	0	0	0	0	0	0	0	0	
Reason: Race Missing	7	0	0	0	0	0	0	0	0	
Reason: No App Date	95	0	0	0	0	0	0	0	0	
Reason: No Entry Level	2390	0	0	0	0	0	0	0	0	
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Reason: No Prog Type	2390	0	0	0	0	0	0	0	0	
Reason: DaySchooler	2	0	0	0	0	0	0	0	0	
Reason: Dup Enroll	59	0	0	0	0	0	0	0	0	
Reason: Duplicate	1426	0	0	0	0	0	0	0	0	



# Professional Development

## Three-Year Strategic Plan – Program Data

### Our Challenge . . .

Performance Data – Three-Year Period

#### INDIANA NRS Table 4 –

	<u>2016-17*</u>	<u>2015-16</u>	<u>2014-15</u>
<b>Enrollment</b>	23,215	28,168	28,107
<b>Percentage Gain</b>	52.86%	49.94%	49.00%
<b>Separation</b>	21.92%	43.77%	44.17%
<b>Average Hours</b>	81.10	82.83	81.41

\*Data as of 5/4/17

# Measurable Skill Gains

Academic Progress = Career Pathways = Jobs



TABLE 4 TABLE 4  
TABLE 4 TABLE 4  
Why all the fuss?



79% entered at 8.9 GLE or below

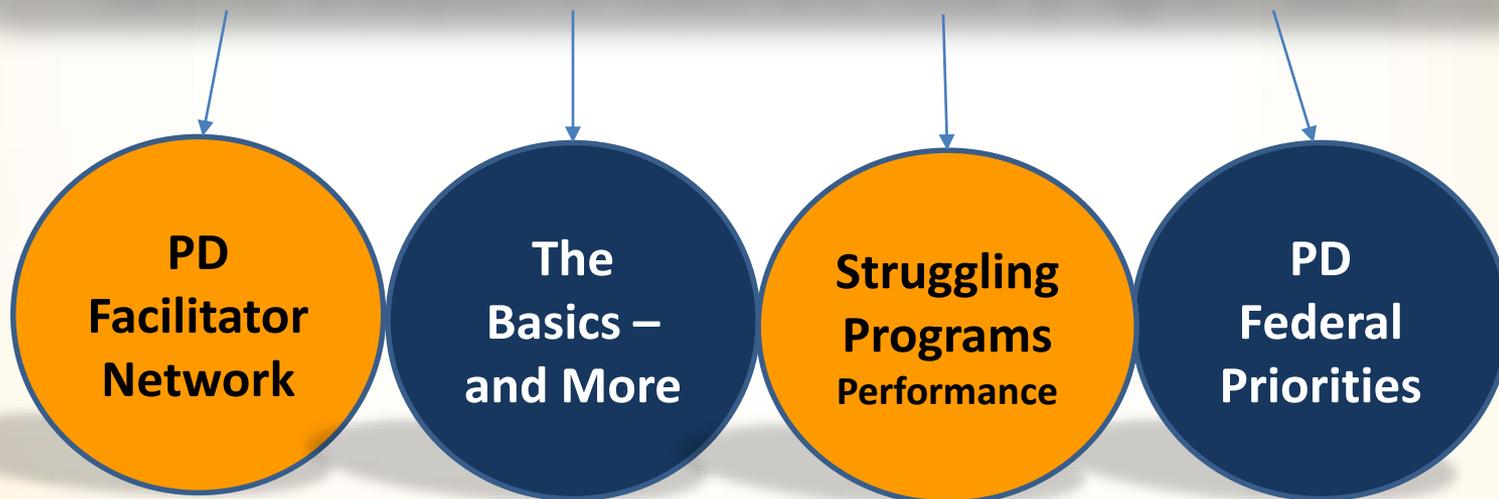


48% entered at 5.9 GLE or below

# Professional Development

## Three-Year Strategic Plan – Program Data

To develop a strategic plan to determine content for the implementation of a delivery system based on careful analyses of state and local program data . . .



# Professional Development

## PD Facilitator Network – What is it?



PD  
Facilitator  
Network

- **PD Facilitator Network.** A network (approx. 30) of some of our best and brightest (ABE and ESL) teachers to assist in developing local PD plans
  - Assist in development of new teacher training
  - Assist in delivery of NRS/TABE training
  - Assist in development of a new teacher handbook
  - Assist in delivery of accommodations training
  - Model effective teaching strategies

# PD Facilitator Network – What Are We Looking for?

PD  
Facilitator  
Network



- Demonstrated performance – **NRS Tables 4 & 5**
- Adult education **teaching** experience
- Schedule flexibility –
  - Approximately five hours a month
- Knowledge of **career awareness & workforce prep** activities

# PD Facilitator Network – What Are We Looking for?



PD  
Facilitator  
Network



- Ability to **travel** locally
- Data interpretation
- Demonstrated knowledge of **effective teaching strategies** - particularly in Language Arts and Math
- Presentation skills/experience

*“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.” - **William Arthur Ward***

# PD Facilitator Network – How Will We Find You?



PD  
Facilitator  
Network



- Application and phone interview
- Will look at demonstrated performance
- Adult education teaching experience
- Adult education teaching philosophy
- Presentation skills/experience

“Good teaching is more a giving of right questions than a giving of right answers.” - *Josef Albers*

# PD Facilitator Network –

## How Will We Find You?

PD  
Facilitator  
Network



- Knowledge of integrating career awareness and workforce preparation activities
- Ability to interpret data
- Knowledge of how to move a student through the EFLs on Table 4

*“Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young.” - Henry Ford*

# PD Facilitator Network – When Will This Take Place?



PD  
Facilitator  
Network



- May – Applications disseminated **after** grant awards are announced
  - State office staff reviews
  - Telephone interviews conducted
- June – PD Facilitators named
- July 1 – PD Network begins

“It is the supreme art of the teacher to awaken joy in creative expression and knowledge.” - ***Albert Einstein***

# PD Facilitator Network –

## Why Should YOU Apply?

PD  
Facilitator  
Network



- Share your knowledge and expertise
- Assist locally/regionally - help entire state improve
- Stipend (will account for your time- approx. 6-7 hours per month - and travel)
- One year commitment via MOU

*“Awaken people's curiosity. It is enough to open minds, do not overload them. Put there just a spark.” - Anatole France*

# Professional Development

## Building A Strong Foundation

A **foundation** is a lower portion of **building** structure that transfers its gravity loads to the earth. **Foundations** are generally broken into two categories: Shallow **foundations** and deep **foundations**. A tall **building** must have a strong **foundation** if it is to stand for a long time. |



# Youth Initiatives Updates

## JAG Summer Training Workshop Proposals

- JAG Indiana Summer Training Seminar Workshop proposals:

<https://www.surveymonkey.com/r/2017JAGSTS>

- End of year JAG Indiana metrics

Working on updating policies to align with recent DOL TEGL

- Youth Intern starts on May 22
- WorkINdiana/JAG classroom visit
- Indiana Career Explorer



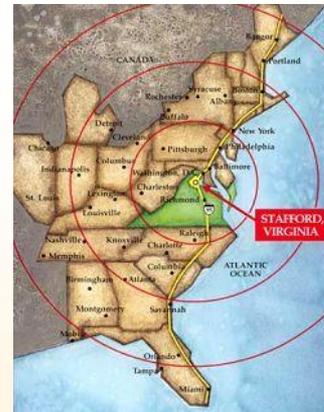


# Kameron Bates

## Graduate Intern – We Wish You the Best



# Thank You for Everything! **STAFFORD** *Virginia*





INDIANA  
**WORKFORCE**  
DEVELOPMENT  
AND ITS **WorkOne** CENTERS

# Next Statewide Webinar

## Adult Education & Workforce Development

# Next Adult Education & Workforce Development Statewide Webinar

# 6.14.17

## 10 to 11:30 a.m. ET

*The right skills, at the right time, in the right way.*

*Indiana's Demand Driven Workforce*